




TENNESSEE
DEPARTMENT OF SAFETY
1150 FOSTER AVENUE
NASHVILLE 37249-1000

PHIL BREDESEN
GOVERNOR

FRED PHILLIPS
COMMISSIONER

MEMORANDUM:

TO: All Current and Prospective Employee's
Of the Department of Safety

FROM: Fred Phillips 

DATE: September 15, 2004

SUBJECT: Sexual Harassment Policy

This policy shall pertain to all employees and applicants for employment;

Sexual Harassment is illegal and a violation of Title VII of the Civil rights Act of 1964. In harmony with the provisions of this act, and modeled after a sister policy approved by the Tennessee Supreme Court, it shall be the policy of the Department of Safety to prohibit any employee, male or female, from sexually harassing another employee or applicant in the workplace and to provide an environment that promotes productive and congenial working relationships.

The Department of Safety shall promptly and confidentially investigate all allegations of sexual harassment and take appropriate corrective action. Any employee who is determined, after an investigation, to have engaged in sexual harassment, shall be in violation of this policy and will be subject to appropriate sanctions up to and including termination. It shall further be the policy of the department to prohibit any employee from engaging in any type of unlawful conduct that constitutes racial, ethnic, age, political or religious affiliation, gender and disability harassment.

For additional detailed information on this Sexual Harassment Policy please refer to General Order 217, in the Department of Safety's policies and procedures manual.



Internationally Accredited